

**Title 1—Office of Administration
Division 20—Personnel Advisory Board and
Division of Personnel
Chapter 5—Working Hours, Holidays and Leaves of
Absence**

**IN ADDITION
NOTICE OF SUSPENSION OF RULE**

1 CSR 20-5.020 Leaves of Absence

ACTION TAKEN: This NOTICE OF SUSPENSION OF RULE suspends those provisions of 1 CSR 20-5.020 that would prevent a state employee participating in a shared work plan under section 288.500, RSMo, from receiving the full annual leave and sick leave semi-monthly accruals that they would otherwise receive for full-time employment. The shared work program requires participants to receive fringe benefits “under the same terms and conditions as though the normal weekly hours of work had not been reduced...” Section 288.500.4(6), RSMo. The specific rule language to be suspended only with respect to full-time employees participating in an approved shared work plan, who would earn full-time leave accruals but for their participation in the shared work plan, is as follows:

1 CSR 20-5.020(1)(A)1: “...in which they are in pay status for eighty (80) or more hours, ...”

1 CSR 20-5.020(1)(A)2.A: “For employees paid on a semi-monthly pay period annual leave will be credited at the rate of one-half (1/2) the full-time accrual rate for semi-months in which the employee is in pay status from forty (40) hours and prorated for all hours in which they are in pay status from forty to eighty (40-80) hours;” and

1 CSR 20-5.020(2)(B)1: “...in which they are in pay status for eighty (80) or more hours. For employees paid on a semi-monthly pay period, sick leave will be credited at the rate of one-half (1/2) the full-time accrual rate for semi-months in which the employee is in pay status for forty (40) hours and prorated for all hours in which they are in pay status from forty to eighty (40-80) hours.”

EMERGENCY STATEMENT: Pursuant to Executive Order (EO) 20-04 dated March 18, 2020, the rule is suspended effective July 14, 2020 until December 30, 2020.

This in addition notice will appear in the September 1, 2020 issue of the Missouri Register.